

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
05-CA-303660	9/15/22

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer International Brotherhood of Teamsters (IBT)	b. Tel. No. 202-624-6800
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 25 Louisiana Ave, NW Washington, DC 20001	e. Employer Representative Ed Gleason General Counsel
	g. e-mail egleason@teamster.org
	h. Number of workers employed approx 400
i. Type of Establishment (factory, mine, wholesaler, etc.) Union	j. Identify principal product or service Union Representation
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>On or about (b) (6), (b) (7)(C) 2002, the IBT discharged (b) (6), (b) (7)(C) because of their protected concerted activities in supporting the Teamster Power Slate in the internal election of International Union Officers. The discharges were part of a purge of employees who failed to support the O'Brien-Zuckerman Slate and were designed to send a message to all IBT employees and Union Officers that any failure to support the new administration would be punished.</p>	
<p>3. Full name of party filing charge (if labor organization, give full name, including local name and number)</p> <p>Patrick J Szymanski, Attorney at Law</p>	
4a. Address (Street and number, city, state, and ZIP code) 1629 K St NW, Ste 300 Washington, DC 20006-1631	<p>4b. Tel. No. 202-431-8325</p> <p>4c. Cell No. 202-431-8325</p> <p>4d. Fax No. 202-478-1646</p> <p>4e. e-mail szymanski@me.com</p>
<p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)</p>	
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> Patrick J Szymanski (signature of representative or person making charge) (Print/type name and title or office, if any)</p> <p>1629 K St NW, Ste 300, Washington, DC 20006-1631 Address Date 9-15-2022</p>	
<p>Tel. No. as above</p> <p>Office, if any, Cell No.</p> <p>Fax No.</p> <p>e-mail</p>	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 5  
BANK OF AMERICA CENTER, TOWER II  
100 S. CHARLES STREET, STE 600  
BALTIMORE, MD 21201

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (410)962-2822  
Fax: (410)962-2198



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September 20, 2022

Patrick J. Szymanski, Esq.  
Patrick J. Szymanski PLLC  
1629 K Street, N.W., Suite 300  
Washington, DC 20006-1631

Re: International Brotherhood of  
Teamsters (IBT)  
Case 05-CA-303660

Dear Mr. Szymanski:

The charge that you filed in this case on September 15, 2022 has been docketed as case number 05-CA-303660. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney John B. Mickley whose telephone number is (202) 273-3705. The mailing address is 1015 Half Street, SE, Washington, DC 20570-0001. If this Board agent is not available, you may contact Supervisory Field Attorney Brendan Keough whose telephone number is (202) 780-4623.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Correspondence:** All documents submitted to the Region regarding your case MUST be filed through the Agency's website, [www.nlrb.gov](http://www.nlrb.gov). This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

**Controlled Unclassified Information (CUI):** This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in dark ink, appearing to read "Sean R. Marshall". The signature is fluid and cursive, with the first name "Sean" and last name "Marshall" clearly distinguishable.

Sean R. Marshall  
Regional Director

Enclosure: Copy of Charge



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 5  
BANK OF AMERICA CENTER, TOWER II  
100 S. CHARLES STREET, STE 600  
BALTIMORE, MD 21201

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September 20, 2022

Edward Gleason, Esq.  
International Brotherhood of  
Teamsters (IBT)  
25 Louisiana Avenue, N.W.  
Washington, DC 20001

Re: International Brotherhood of  
Teamsters (IBT)  
Case 05-CA-303660

Dear Mr. Gleason:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney John B. Mickley whose telephone number is (202) 273-3705. The mailing address is 1015 Half Street, SE, Washington, DC 20570-0001. If this Board agent is not available, you may contact Supervisory Field Attorney Brendan Keough whose telephone number is (202) 780-4623.

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**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

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have access to the means for filing electronically or why filing electronically would impose an undue burden.

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\* \* \*

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,



Sean R. Marshall  
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

**UNITED STATES OF AMERICA**  
**BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**INTERNATIONAL BROTHERHOOD OF  
TEAMSTERS (IBT)**

Charged Party

and

**PATRICK J. SZYMANSKI**

Charging Party

**Case 05-CA-303660**

**AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER**

I, the undersigned employee of the National Labor Relations Board, state under oath that on September 20, 2022, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

Edward Gleason, Esq.  
International Brotherhood of  
Teamsters (IBT)  
25 Louisiana Avenue, N.W.  
Washington, DC 20001

September 20, 2022

\_\_\_\_\_  
Date

Jacqueline Denegal, Designated Agent of  
NLRB

\_\_\_\_\_  
Name

*/s/ Jacqueline Denegal*

\_\_\_\_\_  
Signature



NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

International Brotherhood of Teamsters (IBT)

and

Patrick J. Szymanski, Attorney at Law

CASE 05-CA-303660

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

☐ GENERAL COUNSEL  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF \_\_\_\_\_

International Brotherhood of Teamsters (IBT)

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☐ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

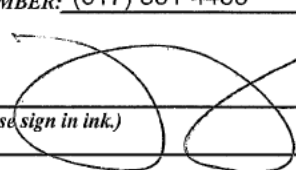
NAME: Michael A. Feinberg, Esq.

MAILING ADDRESS: Feinberg, Dumont & Brennan, 3rd Floor, 177 Milk Street, Boston, MA 02109

E-MAIL ADDRESS: maf@fdb-law.com

OFFICE TELEPHONE NUMBER: (617) 338-1976

CELL PHONE NUMBER: (617) 851-4453 FAX: (617) 338-7070

SIGNATURE:   
(Please sign in ink.)

DATE: 9/21/2022

<sup>1</sup> IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

International Brotherhood of Teamsters (IBT)
and
Individual

CASE 05-CA-303660

International Brotherhood of Teamsters (IBT)

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

☐ GENERAL COUNSEL  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF \_\_\_\_\_  
International Brotherhood of Teamsters

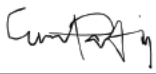
IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

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(REPRESENTATIVE INFORMATION)

NAME: Emily Pantoja	
MAILING ADDRESS: 25 LOUISIANA AVE, NW	
WASHINGTON DC	
E-MAIL ADDRESS: epantoja@teamster.org	
OFFICE TELEPHONE NUMBER: 2026248710	
CELL PHONE NUMBER:	FAX:
SIGNATURE: 	
DATE: Tuesday, September 27, 2022 8:54 AM Eastern Standard Time	

<sup>1</sup> IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY. A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**First Amended CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE

Case  
05-CA-303660Date Filed  
9 22-22**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer International Brotherhood of Teamsters (IBT)		b. Tel. No. 202-624-6800
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 25 Louisiana Ave, NW Washington, DC 20001	e. Employer Representative Ed Gleason General Counsel	g. e-mail egleason@teamster.org
		h. Number of workers employed approx 400
i. Type of Establishment (factory, mine, wholesaler, etc.) Union	j. Identify principal product or service Union Representation	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2022, the IBT discharged (b) (6), (b) (7)(C) because of their protected concerted activities in supporting the Teamster Power Slate in the internal election of International Union Officers. The discharges were part of a purge of employees who failed to support the O'Brien-Zuckerman Slate and were designed to send a message to all IBT employees and Union Officers that any failure to support the new administration would be punished.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

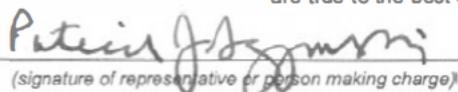
Patrick J Szymanski, Attorney at Law

4a. Address (Street and number, city, state, and ZIP code) 1629 K St NW, Ste 300 Washington, DC 20006-1631	4b. Tel. No. 202-431-8325
	4c. Cell No. 202-431-8325
	4d. Fax No. 202-478-1646
	4e. e-mail szymanski@me.com

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

  
(signature of representative or person making charge)

Patrick J Szymanski

(Print/type name and title or office, if any)

Address 1629 K St NW, Ste 300, Washington, DC 20006-1631

Date 9-22-2022

Tel. No. as above
Office, if any, Cell No.
Fax No.
e-mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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UNITED STATES GOVERNMENT  
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June 23, 2023

Patrick J. Szymanski, Esq.  
Patrick J. Szymanski PLLC  
1629 K Street, N.W., Suite 300  
Washington, D.C. 20006-1631

Re: International Brotherhood of Teamsters (IBT)  
Case 05-CA-303660

Dear Mr. Szymanski:

We have docketed the first amended charge that you filed in this case.

**Investigator:** This charge is being investigated by Field Attorney Zachary T. Wooley whose telephone number is (202)780-3709. The mailing address is 1015 Half Street, S.E., Washington, D.C. 20570-0001. If the agent is not available, you may contact Supervisory Field Attorney Brendan Keough whose telephone number is (202)780-4623.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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**Procedures:** Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site ([www.nlr.gov](http://www.nlr.gov)). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

A handwritten signature in black ink, appearing to read "Sean R. Marshall". The signature is fluid and cursive, with the first name "Sean" and last name "Marshall" clearly distinguishable.

Sean R. Marshall  
Regional Director

Enclosure: Copy of first amended charge



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June 23, 2023

Michael A. Feinberg, Esq.  
Feinberg, Dumont & Brennan  
177 Milk Street, Suite 300  
Boston, MA 02109-3408

Re: International Brotherhood of Teamsters (IBT)  
Case 05-CA-303660

Dear Mr. Feinberg:

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**Investigator:** This charge is being investigated by Field Attorney Zachary T. Wooley whose telephone number is (202)780-3709. The mailing address is 1015 Half Street, S.E., Washington, D.C. 20570-0001. If the agent is not available, you may contact Supervisory Field Attorney Brendan Keough whose telephone number is (202)780-4623.

**Presentation of Your Evidence:** As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Procedures:** Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site ([www.nlr.gov](http://www.nlr.gov)). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

A handwritten signature in dark ink, appearing to read "Sean R. Marshall". The signature is fluid and cursive, with the first name "Sean" and last name "Marshall" clearly distinguishable.

Sean R. Marshall  
Regional Director

Enclosure: Copy of first amended charge

cc: Emily K. Pantoja, Esq.  
Edward Gleason, Esq.  
International Brotherhood of Teamsters (IBT)  
25 Louisiana Avenue, N.W.  
Washington, D.C. 20001



**UNITED STATES OF AMERICA**  
**BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**INTERNATIONAL BROTHERHOOD OF  
TEAMSTERS (IBT)**

Charged Party

and

**PATRICK J. SZYMANSKI**

Charging Party

**Case 05-CA-303660**

**AFFIDAVIT OF SERVICE OF FIRST AMENDED CHARGE AGAINST EMPLOYER**

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on June 23, 2023, I served the above-entitled document(s) by regular mail upon the following persons, addressed to them at the following addresses:

Michael A. Feinberg, Esq.  
Feinberg, Dumont & Brennan  
177 Milk Street  
Suite 300  
Boston, MA 02109-3408

Emily K. Pantoja, Esq.  
Edward Gleason, Esq.  
International Brotherhood of Teamsters (IBT)  
25 Louisiana Avenue, N.W.  
Washington, D.C. 20001

June 23, 2023

Date

Brenda Schrott, Designated Agent of NLRB

Name

*/s/ Brenda Schrott*

Signature